



## CITY OF LODI COUNCIL COMMUNICATION

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**AGENDA TITLE:** Adopt Resolution Approving Control Point Adjustments for Executive Management and Cost of Living Adjustments for Unrepresented Mid-Managers

**MEETING DATE:** May 16, 2007

**PREPARED BY:** City Manager's Office

**RECOMMENDED ACTION:** Adopt Resolution approving control point adjustments for Executive Management and cost of living adjustments for unrepresented Mid-Managers.

**BACKGROUND INFORMATION:** The primary purpose of the system used by the City to compensate Executive Management and unrepresented Mid-Managers is to provide a system to recruit and retain the best available talent available and to provide incentives for peak performance. In order for that purpose to be fulfilled, pay ranges need to be competitive with other jurisdictions.

The pay system used for executive managers includes the use of control pay points as the benchmark for comparison with other jurisdictions and to provide uniformity of pay within those various positions. The pay ranges for the positions covered within this system are set at the control pay point and may vary 10% above or below this control point. Control pay points are used in place of the range and steps used for other city employees. The control pay points for all employees in this class (department heads) have not been adjusted since July, 2004. Council recently approved a cost of living increase of 4% for the Lodi City Mid Management Association (LCMMA). The following table shows the current control and high points and what those control and high points would be with a 4% cost of living adjustment. This proposal provides pay increases for those Executive Management positions that have not received any increases since July, 2004 (Police Chief, Public Works Director and Fire Chief). Other positions will not receive increases but the pay ranges are being adjusted. The following shows these adjustments:

Police Chief	119,592	131,844	124,376	137,118
Fire Chief	112,872	124,440	117,387	129,418
Public Works Director	115,320	127,140	119,933	132,226
Community Center Director	91,932	101,364	95,609	105,419
Community Development Director	113,628	127,890*	118,173	133,006
Deputy City Manager	108,432	119,556	112,769	124,338
Electric Utility Director	127,560	154,535*	132,662	160,716
Parks and Recreation Director	112,608	124,140	117,112	129,106

\* The high points have been adjusted to reflect the employment contracts for these two positions.

APPROVED:

Blair King, City Manager

The following is a history of the increases received by Executive Management from July 2000 through July 2004 (the last increase received by this group of employees):

July, 2000	5.0%	Merit increase
January, 2001	3.0%	Cost of living
July, 2001	3.5%	Merit increase
January, 2002	3.0%	Cost of living
January, 2003	3.0%	Cost of living
July, 2003	2.5%	Equity
July, 2004	5.0%	Merit increase

Unrepresented Mid-Management employees have not received any cost of living increases since January, 2005 and are also recommended to receive a 4% cost of living increase at this time. This later group includes: Deputy City Attorney, Finance Division Manager, Budget Division Manager and Management Analysts I and II in the Human Resources - Risk Management Division. It is proposed that this last group receive a 4% cost of living increase that would be added to their current salary amount.

It is proposed that the pay adjustments be made retroactive back to January 1, 2007 for unrepresented Mid-Management and retroactive to May 2, 2007 for Executive Managers.

**FISCAL IMPACT:** The annual cost for a 4% increase for the Police Chief, Fire Chief and Public Works Director is \$20,700 and the cost for 2006-07 \$3,450. The estimated annual cost of a 4% increase for unrepresented Mid-Management is \$24,000 and the cost for 2006-07 is \$12,000.

**FUNDING AVAILABLE:** There are sufficient funds available in the departmental budgets to accommodate these adjustments.

Approved:

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Jim Krueger, Deputy City Manager

RESOLUTION NO. 2007-\_\_\_\_\_

A RESOLUTION OF THE LODI CITY COUNCIL  
APPROVING CONTROL POINT ADJUSTMENTS FOR  
VARIOUS EXECUTIVE MANAGEMENT POSITIONS  
AND COST OF LIVING ADJUSTMENTS FOR THREE  
EXECUTIVE MANAGEMENT POSITIONS AND VARIOUS  
UNREPRESENTED MID-MANAGERS

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WHEREAS, it is the policy of the City Council to provide fair and equitable compensation to employees for their services consistent with their qualifications, responsibilities, and performance; and

WHEREAS, the City Manager recommends adjusting the control points on the following Executive Management positions:

	<b>Proposed Annual</b>	
	<b>Control Point</b>	<b>High Point</b>
Police Chief	124,376	137,118
Fire Chief	117,387	129,418
Public Works Director	119,933	132,226
Community Center Director	95,609	105,419
Community Development Director	118,173	133,006
Deputy City Manager	112,769	124,338
Electric Utility Director	132,662	160,716
Parks and Recreation Director	117,112	129,106

WHEREAS, the City Manager further recommends granting the positions of Police Chief, Public Works Director, and Fire Chief a 4% cost of living increase due to the fact that they have not received any salary increases since July 2004; and

WHEREAS, the City Manager also recommends a 4% cost of living increase for unrepresented mid-management employees who have not received any cost of living increases since January 2005, i.e. Deputy City Attorney, Finance Division Manager, Budget Division Manager, and Management Analysts I and II in the Human Resources-Risk Management Division, which would be added to their current base salary; and

WHEREAS, the City Manager recommends that for unrepresented Mid-Management employees the pay adjustments be made retroactive back to January 1, 2007, and for Executive Managers the pay adjustments be made retroactive back to May 2, 2007.

NOW, THEREFORE, BE IT RESOLVED by the Lodi City Council that the control point adjustments are hereby approved as outlined above; and

BE IT FURTHER RESOLVED that the Lodi City Council hereby approves a 4% cost of living increase for the positions of Police Chief, Public Works Director, and Fire Chief to be retroactive back to May 2, 2007; and

BE IT FURTHER RESOLVED that the Lodi City Council hereby approves a 4% cost of living increase for unrepresented mid-management employees i.e. Deputy City Attorney, Finance Division Manager, Budget Division Manager, and Management Analysts I and II in the Human Resources-Risk Management Division to be added to their current base salary retroactive back to January 1, 2007.

Dated: May 16, 2007

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I hereby certify that Resolution No. 2007-\_\_\_\_ was passed and adopted by the City Council of the City of Lodi in a regular meeting held May 16, 2007, by the following vote:

AYES: COUNCIL MEMBERS –

NOES: COUNCIL MEMBERS –

ABSENT: COUNCIL MEMBERS –

ABSTAIN: COUNCIL MEMBERS –

RANDI JOHL  
City Clerk

2007-\_\_\_\_